SPACE MATRIX

THE *HYBRID WORKPLACE:*

6 KEY ASPECTS THAT DEFINE
THE FUTURE OF WORK

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The future of work is hybrid. No longer a speculation, it is a reality we are living. While many organizations will continue to offer fully remote options, it's important now more than ever to provide for the people who want to toggle between remote and onsite work at the times and locations of their choosing.

A recent survey*, however, also brings to light another stark reality - that while 81% of executive leaders believe hybrid work will be the foremost working model by 2024, 72% admitted their organisations lacked a detailed hybrid strategy. To build a Hybrid strategy, it is important to understand what the key aspects of the workplace will be.

WHAT IS A *HYBRID WORKPLACE?*

The hybrid workplace is a mix of offiice and remote work orchestrated by technological solutions and the services necessary to support working from anywhere.

II.

ORGANISATIONS, AS THEY NAVIGATE *THE FUTURE OF WORK* **WILL GO THROUGH 3 PHASES**

The Return Phase marked by safety, flexibility and solutions to easily return to work

The Redesign Phase redesigning spaces processes, experiences for productivity and innovation

The Refinement Phase Making iterative changes based on feedback to build long-term strategies

III.

REDEFINING THE *PURPOSE OF WORKPLACE*

As the hybrid workplace takes root, the purpose of the offiice will evolve. Workers won't be in the offiice every workday; thus, the need for the offiice to boost productivity, stimulate innovation, and facilitate collaboration intensifies.

People will expect the **offiice experience to center around health and well-being,** especially in light of the pandemic, which resulted in standards and protocols that may be permanent. The inherent benefits of in-offiice work, integral to the employee experience, will need to be amplified to make up for less time spent each week in the offiice, as well as the new purpose it serves.

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THE 6 ASPECTS THAT WILL DEFINE *THE HYBRID WORK-PLACE OF THE FUTURE:*

ATTRACT TALENT: The workplace is key for talent attraction and retention for candidates to get a real sense, i.e., see, feel, hear and immerse in that work experience. Organisations may start their first interviews virtually but having candidates experience first hand the workplace is important to catch the culture as the workplace is a physical representation of the organisational culture, akin to an organisations' personality.

PROVIDE CHOICES: As most employees look to balance their work week with working alternate days from home and offiice, they will demand more from the workplace. Employees will look for choices not only for group work and distributed teams but also a variety of settings for individuals to do uninterrupted, focused, quiet heads down work .

FOSTER TEAM-BUILDING AND CO-CREATION: People are missing all the face-to-face collaboration & just the fun of co-creation. Team building and co-creation is one of the key ways to engage employees. It leads to social capital and builds positive organisational cultures. Increased remote work and distributed teams call for a re-evaluation & restructuring of how and where people collaborate.

CREATE A SENSE OF BELONGING: Work gives us meaning and purpose, and is an important component of our wellbeing. Remind people what it means to belong to your organisation. Thus we need to have multifunctional spaces where the community can come together in discrete groups and in-person.

ENABLE CLIENT EXPERIENCE AND BRANDING: As digital branding takes front seat, how we engage with clients needs to change. That face-to-face experience needs to be worth my while. Organisations should leverage the workplace as experience centres / innovation centres for increased product touchpoint.

ELEVATE WELL-BEING: Healthy environments with biophilic principles to bring a sense of comfort and growth and develop that sense of prospect with openness and transparency. Sustainable workplace design helps companies look after their employees wellbeing in a nourishing wholesome way.

"To do hybrid right, it is key to focus on individual human concerns and not just institutional ones."

To do hybrid right, it is key to focus on individual human concerns and not just institutional ones. The result of a successful transition to an anywhere, anytime model will be work lives that are more purposeful and productive, creating a foundation for the future that everybody in the company will find engaging, fair, inspiring, and meaningful. Need help to ensure your organisation makes a successful transition? Contact us.

ARE YOU READY TO AMP UP YOUR ORGANISATION'S CULTURE AND CATER TO THE NEEDS OF YOUR EMPLOYEES BY BUILDING THE PERFECT HYBRID WORKPLACE DESIGN STRATEGY? CONNECT WITH US.